

TOWN OF HAMPTON

March 2009, August 2011

November 2014

HIGHWAY LABORER

PAY RANGE 5A

Position H-6

Affiliation - State Employees' Association

JOB SUMMARY

The Highway Laborer performs a variety of routine unskilled and semi-skilled duties involving the construction, repairing, cleaning and maintaining of streets, sidewalks, parks and other facilities; may operate equipment, packers, dump trucks and vehicles in absence of regularly assigned personnel.

SUPERVISION RECEIVED

The Highway Laborer works under the direct supervision of a foreman or other higher-grade employee, who assigns work and gives detailed instructions on work of a non-routine or skilled nature; may work without immediate supervision on tasks of routine and repetitive nature; work is reviewed in progress and/or at completion for compliance with established procedures.

EXAMPLES OF DUTIES

(Any one position may not include all of the duties listed, nor do the listed examples include all duties which may be found in positions of this class.)

1. Assists with routine maintenance of grounds, buildings, and equipment by digging, planting, weeding, mowing, sodding, painting, washing and cleanup of buildings and offices, shops and other Town structures and property; operates riding mower, tractors, small trucks up to 1 ton capacity;
2. Sets curbing, shovels, digs, rakes, uses picks, performs cold patching and blacktop work; performs traffic marking operations; e.g. operating spray machine, placing and moving traffic markers and stencils, flagging; prepares and installs street signs;
3. Assists in tree maintenance and removal work, pruning and removing dead, weak and infected limbs;
4. Assists with or performs unskilled or semi-skilled work involving mechanical and/or construction duties and rough carpentry, painting and other trade duties;
5. May operate equipment such as backhoes, rollers, packers, dump trucks, front end loaders in a training capacity and, once certified by the department, is eligible for TSOR when assigned to operate such equipment;
6. Serves as snow plow operator or assistant, operating plow levers, may be assigned to shovel snow by hand and sand sidewalks by hand;

Highway Laborer

7. Performs other related duties as required.

KNOWLEDGE, SKILLS AND ABILITIES REQUIRED

The Highway Laborer must possess some knowledge of tools and materials used in the construction and maintenance of streets, sidewalks, parks or other municipal facilities; ability and skill in the use of tools and equipment common to the construction trade; ability to understand and follow written and oral instructions and to perform routine and/or repetitive work without direct supervision; ability to perform strenuous physical labor under adverse weather and/or working conditions; ability to maintain a good working relationships with other employees.

MINIMUM QUALIFICATIONS REQUIRED

A candidate for this position should have a High School diploma or GED, OR any equivalent combination of education and experience which demonstrates possession of the required knowledge, skills and abilities of the position. Must possess and maintain a valid driver license. Must obtain and maintain a CDL-B classification within eight (8) months of appointment to position. Employee will operate Class CDL-B when assigned.

PHYSICAL DEMANDS / WORK ENVIRONMENT

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Employee spends the majority of the day standing/walking or operating equipment. Performs heavy physical labor. Stoops, kneels, crouches, and/or crawls. Frequently lifts and/or moves objects weighing up to 75 pounds such as tools, equipment, supplies, etc. Must be able to access all levels of a construction site/building/structure, traverse uneven terrain, climb a ladder, and enter and exit from vehicles. Manually operates all department vehicles, tools, and equipment.

Majority of work is performed outdoors in varying weather conditions with exposure to dirt, dust, grease, garbage, refuse and other disagreeable materials. Subject to the hazards associated with road work sites, trench work, collecting rubbish and recyclables, and working with/around vehicles and tools. Work environment can be very loud.